

Employee Benefits That Really Add Up ...

Paid Holidays
Paid Annual Leave
Paid Sick Leave
Retirement
Medical Care and Hospitalization
Basic and Optional Life Insurance
State Employees Assistance System
Worker's Compensation
Cafeteria Plan
Education and Training Reimbursement
Smoke- and Drug-Free Workplace
Missouri State Credit Union
Deferred Compensation
U.S. Savings Bonds
Survivor and Disability Benefits
Retirement Plan

You can find more information at
www.oa.mo.gov/acct/benefits/benefit.html

Application Procedures ...

The Missouri Merit System covers approximately 31,000 employees in six state departments (Office of Administration, Corrections, Health and Senior Services, Mental Health, Natural Resources, Social Services) and parts of three others (Economic Development, Labor and Industrial Relations, Public Safety). This system of personnel management is based on the principles of merit and fitness, including competitive examinations for employment, objective and consistent personnel policies and appeals from disciplinary actions.

The Uniform Classification and Pay System promotes pay equity among state employees and provides for a coordinated compensation policy.

Some jobs may require a written examination or an evaluation of experience or a combination of both. You may determine the requirements of

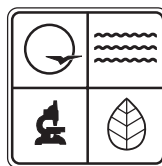
jobs, salary ranges and availability by using the Web site listed below.

For more information or to apply online, go to www.oa.mo.gov/pers/index.html, or you may call (573) 751-4162 and have an application mailed to you.

To speak with someone from the Department of Natural Resources concerning your opportunity to be a part of a great team, please call 1-800-361-4827 or visit our Web site at www.dnr.mo.gov

We are committed to equal employment opportunities without regard to age, race, creed, religion, sex, national origin or disability status.

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Missouri Department of Natural Resources

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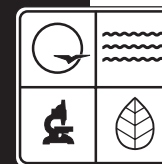
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CAREER OPPORTUNITIES

*Time for a New,
Exciting Career?*

*Missouri
Department of
Natural Resources*



*Integrity and Excellence
in all we do*

The Department of Natural Resources ...

preserves, protects, restores and enhances Missouri's natural, cultural and energy resources and inspires their enjoyment and responsible use for present and future generations. This mission requires a diverse work force of more than 1,800 people in 15 different locations and 83 state parks and historic sites throughout Missouri. The department offers a wide variety of jobs generally divided in the following areas.

Outreach and Assistance Center ...

works to protect the environment and stimulate the economy by providing information and educating citizens and businesses about sound environmental practices, cultural resource management, energy efficiency and renewable energy resources and technologies.

Water Protection and Soil Conservation ...

helps Missourians improve the quality of the water and soil for sustainable use by business, tourism and agriculture.

Air and Land Protection ...

protects Missouri's soil and air by monitoring, analyzing lab samples, responding to environmental emergencies, cleanups and restoring lands with mining activity.

State Parks ...

administers the state park system, which includes 83 state parks and historic sites. These parks and sites preserve and interpret Missouri's most outstanding natural and cultural features while providing recreational opportunities.

Geological Survey and Resource Assessment ...

interprets Missouri's geological and hydrologi-

cal setting to characterize the availability of water, energy and mineral resources. It protects groundwater resources through the certification of wells and cleanup of waste disposal sites; it also ensures the safety of dams and determines land boundaries.

Administrative Support ...

provides administrative and management support to the Department of Natural Resources.

College Career Opportunities ...

exist for people with college degrees or, in some instances, equivalent experience in Accounting, Agriculture, Archaeology, Architecture, Auditing, Biology, Chemistry, Civil Engineering, Community Planning, Computer Science, Data Processing, Ecology, Economics, Education, Engineering, Environmental Science, Geology, Geospatial Sciences, Graphic Arts, Heavy Equipment, History, Human Resources, Hydrology, Hydrology Planning, Industrial Engineering, Journalism, Law Enforcement, Natural Resource Management, Office Support, Parks and Recreation, Photography, Planning, Political Science, Procurement, Public or Business Administration, or Transportation.

The following may give you an understanding of some of the job classes the department offers under the merit system:

Accountant
Air Quality Monitoring Specialist
Architect
Auditor
Budget Analyst
Chemist
Civil Engineer Dam Safety
Computer Information Specialist
Cultural Resource Preservationist
Energy Specialist
Environmental Engineer
Environmental Information Specialist
Environmental Manager

Environmental Specialist
Geologist
Historic Site Administrator
Horticulturist
Hydrologist
Land Reclamation Specialist
Management Analyst
Natural Resources Manager
Park Ranger
Park Superintendent
Personnel Analyst
Personnel Officer
Planner
Public Information Specialist
Research Analyst
Soil and Water District Coordinator
Soil Scientist
Water Specialist

Other Career Opportunities ...

also exist that do not require degrees, such as data processing, clerical work, electrical trades, water works and wastewater treatment, mechanical drawing, laboratory work, park maintenance, groundskeeping, building trades and heavy equipment.

The following may give you an understanding of these non-degreed job classes the department offers under the merit system:

Account Clerk
Building Construction Worker
Engineering Technician
Executive
Geological Technician
Graphic Arts Specialist
Heavy Equipment Mechanic
Heavy Equipment Operator
Interpretive Resource Technician
Land Survey Technician
Office Support Assistant, Keyboarding
Park Maintenance Worker
Seasonal Aide